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Update on Information Technology
Activities of the CIO Council
IT Workforce Committee
(as of July 19, 2000)

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NAPA Study

- The National Academy of Public Administration (NAPA) study remains the IT Workforce Committee's top priority. Funding has been earmarked.

- The study calls for NAPA to produce a report which provides an initial cost and benefit analysis of certain basic alternatives for an IT Occupational Pay System and provides the basic principles to be included in an IT Occupational Pay System.

- NAPA will propose solutions for the problems identified. The solutions developed will be sufficiently flexible to be implemented by the various agencies and departments of the federal government with due regard for individual requirements of each organization.

- NAPA will develop an implementation plan for the proposed new pay system. The plan will identify those elements requiring government wide approval or legislative change and those elements which agencies can install without new statutory authority.

CIOU

- The CIO University (CIOU) has eighteen graduates to date (two from government and sixteen from industry). The Inaugural Graduation Ceremony was held on July 12, 2000.

- There are currently up to 70 individuals registered in CIOU, through both GSA and the four participating universities (Carnegie Mellon University, George Mason University, George Washington University and University of Maryland University College). Some of the universities have submitted proposals for distance learning.

- During IRMCO 2000, there will be a CIOU College Fair on September 7, starting at noon. This year IRMCO will be held September 5 through 8, 2000 at the Williamsburg Marriott Hotel. We expect over 400 executives, including CIOs and upper level managers, to attend. Many IRMCO attendees are potential candidates for the CIOU program.

- For more information, refer to http://ciouniversity.cio.gov

STAR Program

- Strategic and Tactical Advocates for Results (STAR) program, the graduate-level program designed to create an optimal learning environment for professionals, has graduated two classes (December 1999 and May 2000).

- Next STAR class starts October 29th. 32 individuals enrolled. At least 10 of these 32 will likely be agency Section 508 coordinators. Possible outcome will be development of government-wide model on "How to Implement Section 508."

- For more information, refer to http://www.star.gsa.gov/generalinfo1.htm

CIO Executive Exchange

- Goal is to establish an Executive Order, to be signed under this administration by end of calendar year, authorizing agencies to exchange their best and brightest IT executives for developmental assignments. The target audience is current and future IT execs at the SES/ GS-15 levels.

- The Congressional testimony by OPM's Janice Lachance on this subject was well received; now coordinating with OMB and Office of Ethics.

- For more information, contact GSA; (202) 208-6197; tom.horan@gsa.gov.

Clinger-Cohen Core competencies

- Originally endorsed by the Federal CIO Council on September 25, 1998. Revised competencies will be available by Fall, 2000. To view the competencies, refer to http://www.cio.gov/docs/clinger-cohen98sep.htm. For more information on the Learning Objectives associated with the Clinger-Cohen competencies, refer to http://www.cio.gov/files/ciofinal.pdf and http://www.cio.gov/files/ciofinal.doc

New Classification Standards (OPM-led)

- Draft standard for Information Technology Management Series, GS-22XX to be released soon
- Features:
  - Updated titles
  - Grading criteria for new specialties
  - Numerous illustrations
- Over 250 subject matter experts provided input
- Comment period = 90 days
- Location: http://www.opm.gov/fedclass/html/whatsnew.htm (when available)

IT Pilot (OPM-led)

- Delivered benchmarks and structured interview materials to pilot agencies.
- Completed structured interview training for all pilot agencies except for agency-specific sessions.
- Rolled out web-based assessment tools.
- Posted first pilot recruitment actions on USAJOBS.

IT Survey (OPM–led)

- Distribute survey to 22,000 IT employees and supervisors within next 6-8 weeks to collect additional occupational information.
- Analyze data by the end of the year.

IT Special Rate Study (OPM-led)

- May 18, 2000, memo to directors of personnel announced survey in response to requests for additional compensation flexibility to help resolve IT recruitment and retention problems. Requested agency assistance in providing staffing data and other information needed to evaluate feasibility of special rates. Agency responses were due on June 30. A number of agencies received extensions to July 14.
- Requested agencies to submit specific data on vacancy rates, offer acceptance rates, quit rates, and overall turnover rates by IT specialty and to rank the severity of problems by specialty and geographic area. Also requested salary data for non-Federal IT jobs where available.